

## **Term Limited Positions**

Term-limited temporary positions were established by Ordinance #12493 effective January 1, 1998. Employees in these positions are eligible for the same leave and insured benefits that full-time regular employees receive, i.e., medical, dental, life, disability, vision benefits and leave benefits. Term-limited temporary employees are not members of career service. In determining whether a body of work is appropriate for a term-limited temporary position, the work performed must fit within one of six categories as defined by King County Code 3.12.010.A51; grant-funded projects; information systems technology projects, capital improvement projects, miscellaneous projects, seasonal positions, and temporary placement in regular positions. Term-limited temporary employees may not be employed in such positions longer than three years, except for grant-funded projects, capital improvement projects and information systems technology projects for which the maximum period can be extended up to five years. The Office of Human Resources Management Director approves all term-limited temporary positions and is responsible for maintaining a current list of these positions by department.

Following the 1997 Body of Work review wherein all work performed in 1997 by temporary employees was reviewed, the King County Executive approved the filling of 181 term-limited temporary positions. As of July, 1998 there were 181 term-limited temporary employees. It is currently projected that 206.7 term-limited temporary positions will be needed in 1999. Since term-limited temporary positions can be used to temporarily fill budgeted regular positions where a vacancy is anticipated to exceed six months, as well as for grants and seasonal work greater than 6 months, the number of term-limited temporary positions can fluctuate during the year and can be difficult to predict in advance. In all cases adequate appropriation needs to exist prior to the approval of these positions by OHRM.

### **Total Term Limited Positions Organized by Fund**

	<b>Term Limited Positions</b>
CURRENT EXPENSE	27.00
COUNTY ROAD	24.86
RIVER IMPROVEMENT	2.00
MENTAL HEALTH	3.00
WATER & LAND RESOURCES	18.35
AUTO FINGERPRINT IDENT FD	4.00
ALCOHOLISM/SUBSTANCE ABUSE	2.00
NOXIOUS WEED	4.64
PUBLIC HEALTH	11.61
HOUSING OPPORTUNITY ACQUISITION	1.00
AIRPORT - BOEING FIELD	2.75
STADIUM OPERATIONS	52.00
RADIO COMMUNICATIONS OPERATING	2.00
WATER QUALITY	20.00
PUBLIC TRANSPORTATION	24.50
EMPLOYEE BENEFITS	3.00
DATA PROCESSING SERVICES	4.00
	<b>206.71</b>